

# **State of Alaska FY2010 Governor's Operating Budget**

## **Department of Labor and Workforce Development Alaska Labor Relations Agency Component Budget Summary**

**Component: Alaska Labor Relations Agency**

**Contribution to Department's Mission**

The mission of the Alaska Labor Relations Agency (ALRA) component is to facilitate cooperative relations between Alaska's public employers and the labor organizations that represent public employees.

**Core Services**

- Resolve labor conflicts between Alaska's public employers and public employee unions, and the Alaska Railroad Corporation and its employee unions.
- Conduct impartial investigations into unfair labor practice complaints and unit clarification petitions, and enforce collective bargaining agreements.
- Conduct elections related to union representation and decertification.
- Provide legal support and advice to the Alaska Labor Relations Agency Board.

End Result	Strategies to Achieve End Result
<p><b>A: Resolve issues between Alaska's public employers and public employees.</b></p> <p>Target #1: Reduce the total number of open cases.                      Status #1: There has been a 39% decrease in the number of open cases since the beginning of calendar year 2008. The total open cases are 80% lower than they were in 2001 when this measure was first tracked.</p>	<p><b>A1: Maintain a timely representation election process.</b></p> <p>Target #1: Complete 90% of representation elections within 100 days, except in extenuating circumstances.                      Status #1: The Agency has completed 80% of elections in less than 100 days. The agency continues to meet or exceed its goal of conducting timely elections.</p> <p><b>A2: Operate a timely and efficient adjudications program.</b></p> <p>Target #1: Issue 90% of decisions and orders within 90 days of record closure.                      Status #1: Decision and orders for 2008 were issued in an average of 40 days from record closure.</p>

**Major Activities to Advance Strategies**

- Encourage settlement of disputes.
- Increase staff productivity and efficiency.
- Improve communications with Board members to enhance efficiency and productivity.

**FY2010 Resources Allocated to Achieve Results**

**FY2010 Component Budget: \$501,500**

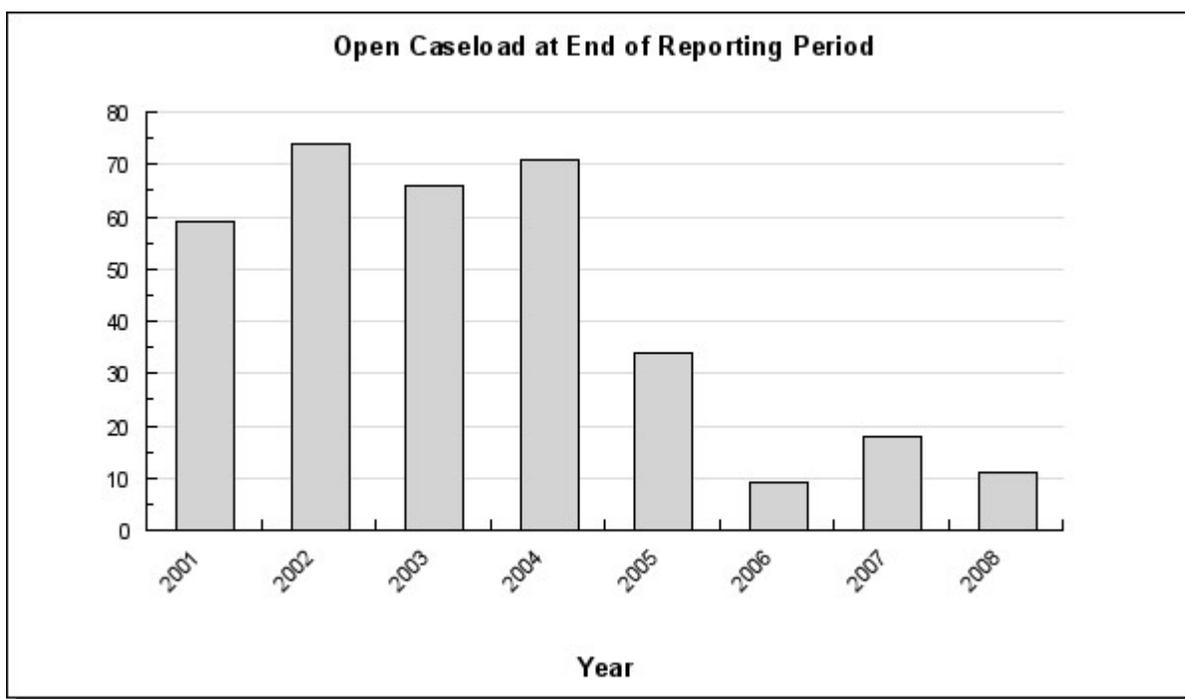
<b>Personnel:</b>	
Full time	4
Part time	0
<b>Total</b>	<b>4</b>

**Performance**

**A: Result - Resolve issues between Alaska's public employers and public employees.**

**Target #1:** Reduce the total number of open cases.

**Status #1:** There has been a 39% decrease in the number of open cases since the beginning of calendar year 2008. The total open cases are 80% lower than they were in 2001 when this measure was first tracked.



*Methodology: A database of all cases is maintained from which performance data is extracted.*

**Open Caseload at End of Reporting Period**

Year	Cases Filed	Cases Closed	Open Cases
2008	16	23	11
2007	30	21	18
2006	51	76	9
2005	116	153	34
2004	64	59	71
2003	62	70	66
2002	71	56	74
2001	42	49	59

**Analysis of results and challenges:** There was a 39% decrease in the number of open cases as of the third

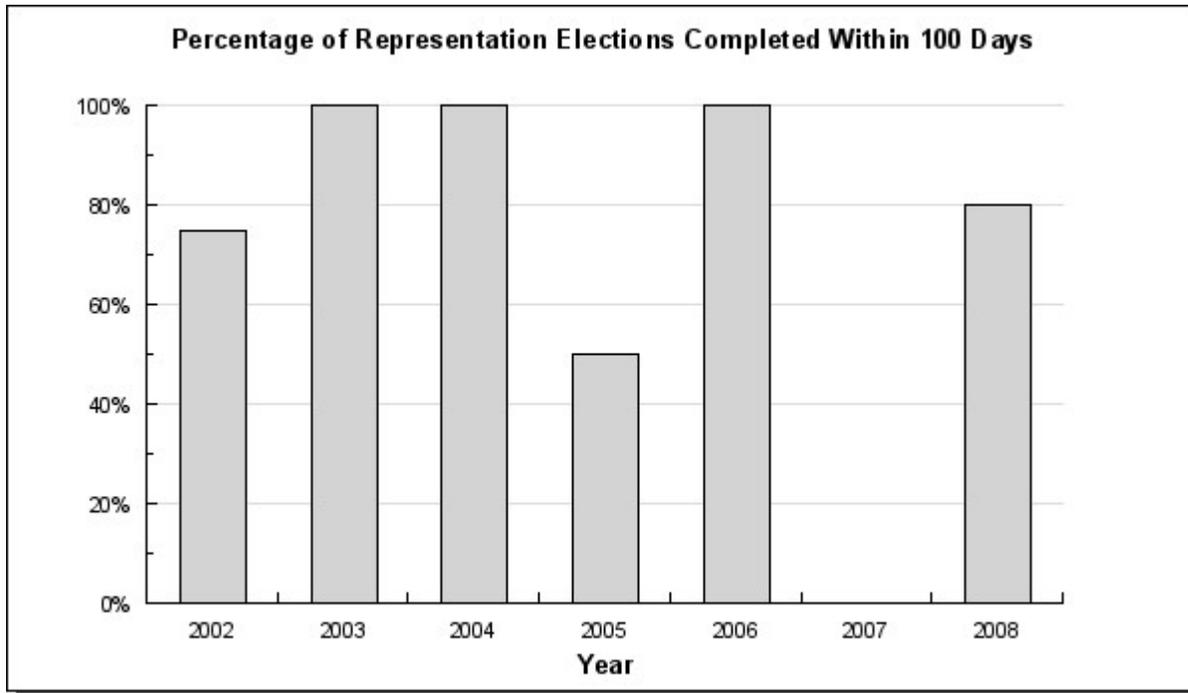
quarter of calendar year 2008. This decrease resulted from parties filing fewer cases and efforts by the Agency to resolve the number of open cases. It reflects increased cooperation between parties at this time. During the past four years, the Agency made significant progress in resolving cases and reducing the caseload. There are no significant challenges at this time.

The Agency's annual report contains a breakdown of these numbers.

**A1: Strategy - Maintain a timely representation election process.**

**Target #1:** Complete 90% of representation elections within 100 days, except in extenuating circumstances.

**Status #1:** The Agency has completed 80% of elections in less than 100 days. The agency continues to meet or exceed its goal of conducting timely elections.



*Methodology: A database of all representation election petitions is maintained from which performance data is extracted.*

**Percentage of Representation Elections Completed Within 100 Days**

Year	YTD Total
2008	80%
2007	0%
2006	100%
2005	50%
2004	100%
2003	100%
2002	75%

**Analysis of results and challenges:** While the majority of completed representation petitions were filed in the last quarter of 2007, additional petitions have been filed in the 2008. Five of seven representation petitions filed in 2007, required a board hearing, an election tally, or both in 2008. Additional representation petitions filed in 2008 have resulted in election tally as well as one Certificate of Representative Resulting from Mutual Consent Petition filed by the Denali Education Support Professional Association/NEA-AK/NEA and the Denali Borough School District.

One petition proposed to sever State Probation Officers represented by the Alaska State Employees Association (ASEA) and include them in the Alaska Correctional Officer Association (ACOA) unit with Correctional Officers. ASEA objected to the petition and a hearing was held to determine if the petition should proceed to election. The

Alaska Labor Relations Board issued a (Bench) Order on 10/24/2007 granting ACOA's petition. The ALRA Board issued Decision and Order #284. The initial election tally held on 5/6/2008 resulted in the need for a runoff election. In that runoff election tally, the result was representation by ASEA. A certificate of election was issued on 7/3/2008. Due to extenuating circumstances (the additional time necessary to conduct a runoff election), this election was not completed within 100 days.

A noteworthy increase in representation activity resulted from a ballot initiative, approved by voters in the City of Wasilla, that now allows its public employees to now bargain collectively under the Public Employees Relations Act (PERA). Four petitions filed in 2007 by City of Wasilla employees resulted in elections conducted in 2008.

A breakdown of elections conducted is published in the Agency's annual report.

---

**A2: Strategy - Operate a timely and efficient adjudications program.**

---

**Target #1:** Issue 90% of decisions and orders within 90 days of record closure.

**Status #1:** Decision and orders for 2008 were issued in an average of 40 days from record closure.

**Percentage of Cases Completed Within 90 Days of Record Closure**

Year	YTD Total
2008	100%
2007	100%
2006	43%
2005	100%
2004	50%
2003	0%
2002	25%
2001	40%

**Analysis of results and challenges:** The percentage of cases completed within 90 days of record closure continues the trend from 2007. The average number of days to decision and order from record closure is currently 40 days. There are currently several cases to be scheduled for hearing. The Agency anticipates issuing decisions within 90 days of record closure for 2008.

The Agency's annual report contains a breakdown of these data.

**Key Component Challenges**

The agency's primary challenge is to continue to provide timely dispute resolution and make progress on caseload reduction even when case filings increase.

**Significant Changes in Results to be Delivered in FY2010**

No significant changes to results are anticipated.

**Major Component Accomplishments in 2008**

There was a significant increase in election activity which resulted in several new collective bargaining units in 2008. The agency conducted all of these elections within the 100-day target.

The agency continued to operate a timely and efficient adjudications program by exceeding its target of issuing 90% of decisions and orders within 90 days. So far in calendar year 2008, the average time from record closure to issuance of a decision and order is 40 days, a 35.5% decrease from 2007's average of 62 days.

**Statutory and Regulatory Authority**

Statutory Authority:

AS 23.05.360 - .390	Alaska Labor Relations Agency (ALRA)
AS 23.40.070 - .260	Public Employment Relations Act (PERA)
AS 42.40.705 - .890	Alaska Railroad Corporation, Labor Relations

Administrative Regulations:  
8 AAC 97.010 - .990                      Collective Bargaining Among Public Employees

Contact Information
<p><b>Contact:</b> Mark Torgerson, Hearing Examiner <b>Phone:</b> (907) 269-4895 <b>Fax:</b> (907) 269-4898 <b>E-mail:</b> Mark.Torgerson@alaska.gov</p>

**Alaska Labor Relations Agency  
Component Financial Summary**

*All dollars shown in thousands*

	FY2008 Actuals	FY2009 Management Plan	FY2010 Governor
<b>Non-Formula Program:</b>			
<b>Component Expenditures:</b>			
71000 Personal Services	409.8	426.6	437.8
72000 Travel	5.8	12.3	12.3
73000 Services	39.5	43.1	42.4
74000 Commodities	19.3	9.0	9.0
75000 Capital Outlay	0.0	0.0	0.0
77000 Grants, Benefits	0.0	0.0	0.0
78000 Miscellaneous	0.0	0.0	0.0
<b>Expenditure Totals</b>	<b>474.4</b>	<b>491.0</b>	<b>501.5</b>
<b>Funding Sources:</b>			
1004 General Fund Receipts	474.4	491.0	501.5
<b>Funding Totals</b>	<b>474.4</b>	<b>491.0</b>	<b>501.5</b>

**Summary of Component Budget Changes  
From FY2009 Management Plan to FY2010 Governor**

*All dollars shown in thousands*

	<u>General Funds</u>	<u>Federal Funds</u>	<u>Other Funds</u>	<u>Total Funds</u>
<b>FY2009 Management Plan</b>	<b>491.0</b>	<b>0.0</b>	<b>0.0</b>	<b>491.0</b>
<b>Adjustments which will continue current level of service:</b>				
-FY2010 Wage and Health Insurance Increases for Bargaining Units with Existing Agreements	10.5	0.0	0.0	10.5
<b>FY2010 Governor</b>	<b>501.5</b>	<b>0.0</b>	<b>0.0</b>	<b>501.5</b>

**Alaska Labor Relations Agency  
Personal Services Information**

Authorized Positions			Personal Services Costs	
	<u>FY2009</u> <u>Management</u> <u>Plan</u>	<u>FY2010</u> <u>Governor</u>		
Full-time	4	4	Annual Salaries	296,226
Part-time	0	0	COLA	11,681
Nonpermanent	0	0	Premium Pay	0
			Annual Benefits	143,333
			<i>Less 2.98% Vacancy Factor</i>	<i>(13,440)</i>
			Lump Sum Premium Pay	0
<b>Totals</b>	<b>4</b>	<b>4</b>	<b>Total Personal Services</b>	<b>437,800</b>

**Position Classification Summary**

<b>Job Class Title</b>	<b>Anchorage</b>	<b>Fairbanks</b>	<b>Juneau</b>	<b>Others</b>	<b>Total</b>
Administrative Clerk III	1	0	0	0	1
Hearing Examiner	1	0	0	0	1
Hearing Officer	1	0	0	0	1
Human Resource Specialist I	1	0	0	0	1
<b>Totals</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>